# Health Care Apprenticeship Consortium (HCAC) & SEIU 1199NW Training Fund







#### THE TRAINING FUND IMPACT

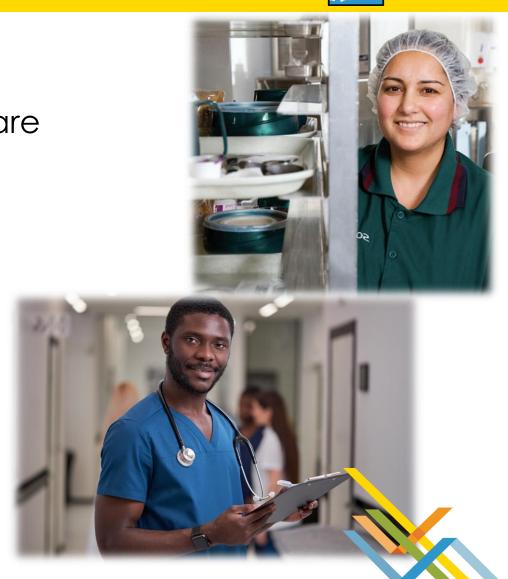


### **Imagine**

**Equity** in access to healthcare education

Caregivers who **reflect** the populations that they serve

An abundance of skilled caregivers **thriving** in their place of employment







CURRENT		<b>NEW</b> (Fall 2022)	
Medical Assistant (MA-C)	1 Yr MA-R 6 Mo	Behavioral Health Technician (BH Tech)	1 Yr
Central Sterile Processing Technician (CSPT)	1 Yr	Peer Counselor	1 Yr
Pharmacy Technician (CPhT)	1 Yr CPhT 6 Mo	Substance Use Disorder Professional (SUDP)	2 Yr

Note 1: Approximately 200 apprentices so far

Note 2: Does not include pre-apprenticeship

#### **Healthcare Apprenticeships: Why**

#### **Employer Benefits**

- Higher ROI long-term savings from higher retention rates of both apprentices and their mentors
- Reduced overtime and increased quality
- Increased employee loyalty and retention rates
- Supports EDI goals & diversifies workforce



My Courses

#### **Apprenticeships: How**



## Medical Assistant Apprenticeship VHI Healthcare Training



Rouxbe LMS

#### **Program Structure:**

On-the-Job Training (OJT) with Mentor



Related Supplemental Instruction (RSI)

- HCAC RSI partnership with CTCs
- Mentor training
- Live virtual classroom & in person labs (as applicable)
- OJT Plan & App to track competencies



#### Healthcare Apprenticeship: PeaceHealth Model

- 60 Medical Assistant apprentices per year at 7 locations
  - Pod site locations
  - Live virtual instruction
- Two full cohorts + two ½ cohorts per year
- Four sites administer all the apprentices
- Four ½ time clinical educators (CE): we also fund a CE as lab instructors 6 days per cohort
- 100% pass rate
- 90+% two year retention rate



#### **Healthcare Apprenticeship: Challenges**

- Employer participation
  - capacity issues
  - Eating healthy & exercising
  - Implementation support needed
- Higher education credentialing and articulations
  - Different perspectives on funding (apprenticeship community compared to colleges)
  - Accreditation concerns making stack ability difficult
- Instructors needed
- Funding for small but needed essential medical occupations
- Behavioral Health only: apprentice recruitment
- K-12 Summer apprenticeship healthcare example Pharm Tech





#### **Thank You!**



Your support changes lives, helps patients & builds our community

www.HealthCareerFund.org